

NONDISCRIMINATION

The [Albemarle County School](#) Board is committed to a policy of nondiscrimination in relation to race, color, sex, age, religion, disability, national origin, marital status, ~~or pregnancy,~~ [or status as a parent](#). This attitude will prevail in all of its policies concerning staff, students, educational programs and services, and individuals with whom the Board does business.

The Board and staff shall promote good human relations by prohibiting discrimination in employment and personnel matters, in location and use of facilities, and in educational offerings and instructional materials.

The Board and staff shall work with other institutions and agencies to develop improved human relations in the schools and to make channels available through which citizens can communicate their human relations concerns to the Board and its employees.

Accordingly, the Board has designated the Director of Human Resources to ~~act as the division's compliance officer under provisions of~~ [receive all complaints and inquiries regarding the nondiscrimination provisions of Titles VI and VII of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972](#) ~~and the Deputy Director of Human Resources (for employee cases) and the Director of Special Education and Student Services (for student cases)~~, [the Age Discrimination Act, the Age Discrimination in Employment Act, Title II of the Americans with Disabilities Act, and Section 504 of the Rehabilitation Act of 1973 with respect to any employment issues. The Board has designated the Director of Special Education to receive all complaints and inquiries regarding the nondiscrimination](#) ~~to serve as compliance officers under~~ provisions of Section 504 of the Rehabilitation Act [of 1973 with respect to any student issues](#). All students and employees will be notified of the names, office addresses, and telephone numbers of the designees on a yearly basis through appropriate school and school division publications.

Adopted: July 1, 1993
Amended: March 24, 1997
Reviewed: December 11, 2003

Cross Refs.: [GBA, Equal Employment Opportunity](#)
[GBAA, Harassment](#)
[JFH, Student Complaints and Grievances](#)

Legal Refs.: [Titles VI and VII of the Civil Rights Act of 1964, as amended;](#)
~~Executive Order 11246, as amended by Executive Orders 11375 and 12086;~~
~~Equal Employment Opportunity Act of 1972~~
~~Title IX of the Education Amendments of 1972;~~
~~Title IX - 45 CFR, Parts 81, 86~~[the](#)
~~Age Discrimination Act, the Age Discrimination in Employment Act, Individuals With Disabilities Education Act, the~~ Rehabilitation Act of 1973, Constitution of Virginia, Article I, Section 11, [and the Americans with Disabilities Act of 1990.](#)

NONDISCRIMINATION GUIDELINES

In compliance with Executive Order 11246, as amended, Title II of the Education Amendments of 1976, Title VI of the Civil Rights Act of 1964, as amended ~~by the Equal Employment Opportunity Act of 1972~~, Title IX Regulation Implementing Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and all other federal, state, school rules, laws, regulations, and policies, the Albemarle County School Division shall not discriminate on the basis of sex, age, race, color, national origin, religion, disability, marital status, or pregnancy in the educational programs or activities which it operates.

It is the intent of the Albemarle County Public Schools to comply with both the letter and spirit of the law in making certain discrimination does not exist in its policies, regulations, and operations. Grievance procedures for Title IX and Section 504 have been established for students, their parents, and employees who feel discrimination has been shown.

~~Specific complaints of alleged discrimination under Title IX (sex) and Section 504 (handicap) should be referred to the Title IX Coordinator and the Section 504 Coordinator.~~

All students attending Albemarle County Public Schools may participate in educational programs and activities including but not limited to health, physical education, music, vocational and technical education (homemaking and consumer education, trade and industrial education, business and office education, etc.) regardless of race, color, national origin, religion, age, disability, sex, marital status, or pregnancy.

RESOLUTION ON ANTI-DISCRIMINATION

The Albemarle County School Board is dedicated to providing an educational climate in all schools free from discrimination of all kinds, including, but not limited to, discrimination on the basis of race, religion, gender, age, national origin, sexual orientation, marital status, pregnancy or disability.

While current state and federal law does not recognize sexual orientation as a protected category in employment, the Albemarle County School Board believes that the principle of nondiscrimination should apply to the operation of schools and education of all students in Albemarle County.

Adopted: December 13, 2001
Reviewed: December 11, 2003